Strategic Workforce Initiative
Proposal Request
Submitted by Salt Lake Community College
IT Pathways
January 5, 2018

SUMMARY

Salt Lake Community College (SLCC) is Utah's largest comprehensive community college with the most diverse student body in the state. SLCC's mission is to engage and support students in educational pathways leading to successful transfer and meaningful employment. SLCC's Division of Workforce & Economic Development (WED) is an active participant in Utah's economic development. It also believes workforce training and education for businesses and individuals is a pathway to keeping Utah's diverse and robust economy working for everyone.

Utah experienced 7.9 percent growth in tech jobs in 2016. Over the past three years, WED successfully trained the underserved, unemployed and underemployed individuals in Basic Technology to increase their employment marketability, mainly those at or below 200 percent of Federal Poverty Level. 78 percent of participants completed basic training in:
1) Internet and email navigation and safety
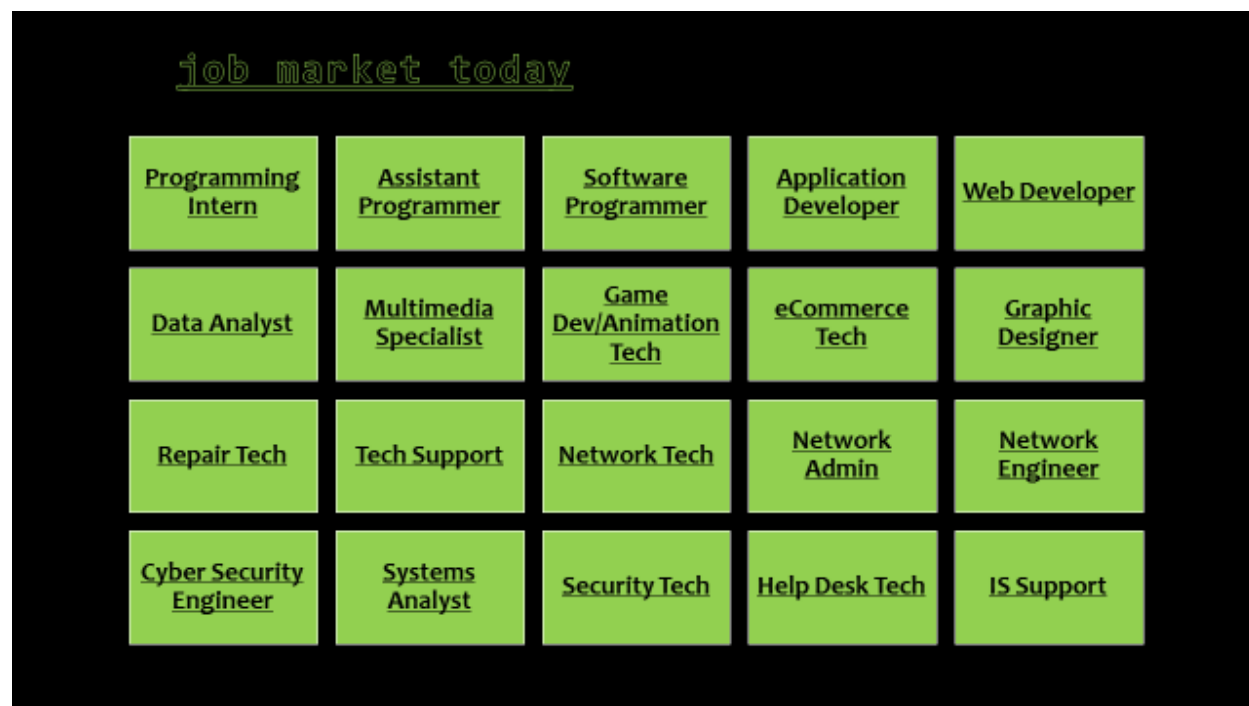2) Microsoft Word, Excel and PowerPoint

These newfound skills led many to new and better employment, as well as Microsoft Office Specialist (MOS) certifications to validate skills learned. The existing training is leveraged in this proposal, providing clear and reasonable pathways for underrepresented populations.

Salt Lake Community College (SLCC), in collaboration with educational and industry partners, will develop educational pathways leading to successful transfer and meaningful employment in the IT field of *Web Programming and Development, Programming/Software Development, and Computer Science/Information Systems.*

Utah Department of Workforce Services (DWS) – Utah Job Outlook, Occupational Projections for 2014 to 2024, ranked Web Developers in the top 3 occupations experiencing the fastest growth rate, 5.5 percent.
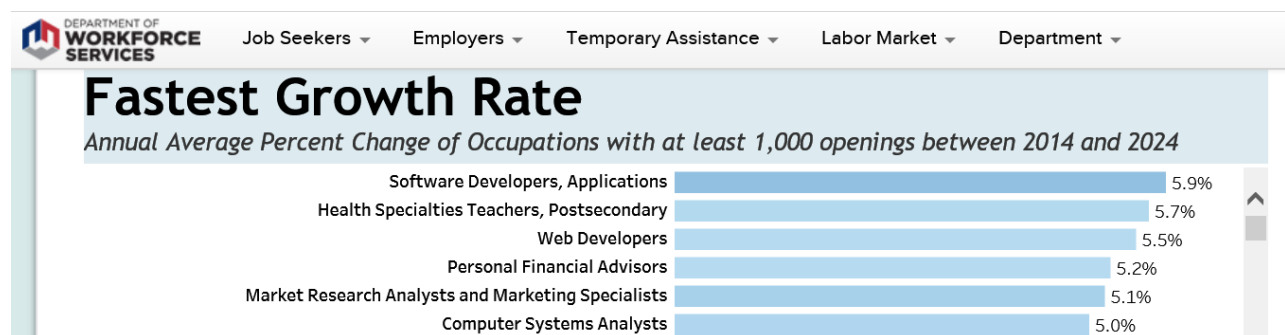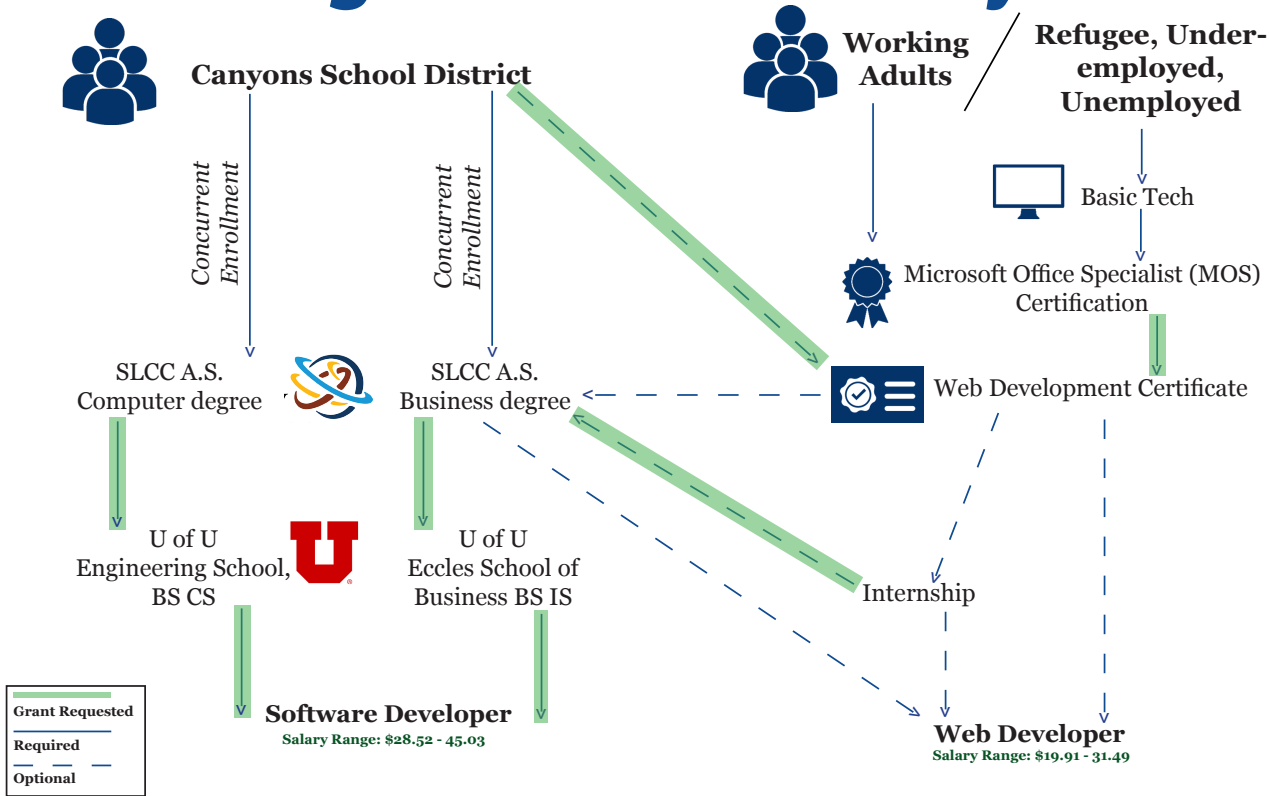
At the December 2017 Silicon Slopes IT Pathways meeting, Brandon Jacobson from the Utah State Board of Education gave a presentation on the IT Pathways project with industry and education. Software Programmer and Web Developer were among the top IT jobs highlighted as shown below:

Targeted Pathways:

Job Titles	Salary Range	Education
Noncredit Workforce Certificate: Web Developer, PHP Developer, Web Application Developer, JavaScript Developer, Front End Development, HTML Developer	$19.91-31.49	Industry partners at Silicon Slopes indicated they are seeking skills and certifications more than degrees for entry level positions. In Burning Glass, 432 jobs listed in this field did not define education requirements.
Concurrent Enrollment (CE) to SLCC AAS/AS to U of U Engineering school and Eccles School of Business: Computer Programmer, Software Developer, Database Administrator, Network & Computer Systems Administrator, Software Engineer	$28.52 - 45.03	Bachelor's degree preferred

Targeted IT Pathways

Canyons School District

Working Adults

Refugee, Under-employed, Unemployed

Concurrent Enrollment

Concurrent Enrollment

Basic Tech

Microsoft Office Specialist (MOS) Certification

SLCC A.S. Computer degree

SLCC A.S. Business degree

Web Development Certificate

U of U Engineering School, BS CS

U of U Eccles School of Business BS IS

Internship

Software Developer
Salary Range: $28.52 - 45.03

Web Developer
Salary Range: $19.91 - 31.49

Grant Requested
Required
Optional

slcc.edu/workforce

Occupation Information Data Viewer

Please choose a specific occupation by selecting one of the options below.

Enter Keyword: [   ] [Go]   [Select by Occupation title]   [Select by Occupation group title]

- **Overview**
- Description
- Outlook
- Employment Projections
- Occupation Wages
- Related Occupations
- Current Job Openings
- Skills
- License
- Industries and Employers
- Schools and Training Providers

Web Developers

Design, create, and modify Web sites. Analyze user needs to implement Web site content, graphics, performance, and capacity. May integrate Web sites with other computer applications. May convert written, graphic, audio, and video components to compatible Web formats by using software designed to facilitate the creation of Web and multimedia content. Excludes "Multimedia Artists and Animators" (27-1014).

Occupation Outlook

★★★★★

This occupation is expected to experience much faster than average employment growth with a high volume of annual job openings. Business expansion, as opposed to the need for replacements, will provide the majority of job openings in the coming decade. Job opportunities for web developers are expected to be good. Those with knowledge of multiple programming languages and digital multimedia tools will have the best opportunities.

Wages

Area Name	Hourly Inexperienced	Hourly Median	Annual Inexperienced	Annual Median	On the job Training	Education	Experience
Cache	$13.84	$24.60	$28,780	$51,160	Information not available	Associate's degree	None
Ogden-Clearfield Metro	$14.54	$25.63	$30,230	$53,320	Information not available	Associate's degree	None
Provo-Orem Metro	$17.02	$27.78	$35,390	$57,780	Information not available	Associate's degree	None
Salt Lake Metro	$19.91	$31.49	$41,410	$65,500	Information not available	Associate's degree	None
St George Metro	$20.86	$23.75	$43,390	$49,400	Information not available	Associate's degree	None
Statewide	$17.84	$28.79	$37,100	$59,870	Information not available	Associate's degree	None
United States		$31.79		$66,130	Information not available	Associate's degree	None

Occupation Information Data Viewer

Please choose a specific occupation by selecting one of the options below.

Enter Keyword:		Go		Select by Occupation title	Select by Occupation group title

Overview

Description

Outlook

Employment Projections

Occupation Wages

Related Occupations

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Skills

License

Industries and Employers

Schools and Training Providers

Software Developers, Applications

Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers.

Occupation Outlook

★★★★★

This occupation is expected to experience much faster than average employment growth with a high volume of annual job openings. Business expansion, as opposed to the need for replacements, will provide the majority of job openings in the coming decade. Job prospects will be best for applicants with knowledge of the most up-to-date programming tools and for those who are proficient in one or more programming languages.

Wages

Area Name	Hourly Inexperienced	Hourly Median	Annual Inexperienced	Annual Median	On the job Training	Education	Experience
Cache	$20.38	$32.75	$42,390	$68,120	None	Bachelor's degree	None
Ogden-Clearfield Metro	$27.32	$40.20	$56,830	$83,620	None	Bachelor's degree	None
Provo-Orem Metro	$31.81	$48.08	$66,160	$100,010	None	Bachelor's degree	None
Salt Lake Metro	$28.52	$45.03	$59,320	$93,660	None	Bachelor's degree	None
St George Metro	$16.17	$27.03	$33,630	$56,220	None	Bachelor's degree	None
Statewide	$27.93	$44.93	$58,090	$93,450	None	Bachelor's degree	None

TARGET AUDIENCES

This initiative will focus on the following three student demographics:

- **Underserved, Unemployed and Underemployed**

Successful completers of the previously mentioned Basic Technology program will be given the opportunity to pursue the noncredit Website Development Certificate. In addition, individuals seeking employment or better employment will be encouraged to pursue the same pathway.

- **Employed Adults Seeking Career Transitions**

Employed professionals seeking to make career transitions into the IT field or career advancement through building their skills in the IT field will be given the opportunity to receive credit through SLCC's Prior Learning Assessment (PLA) process.

- **High School Graduates**

High school graduates with Utah Career and Technical Education Career Pathway (CTE) in Web Development & Administration and Programming/Software Development, as well as CSIS Concurrent Enrollment (CE) completers, will be given the opportunity to transfer credits to SLCC's CSIS Certificate of Proficiency, AS or AAS degree. University of Utah (UU) will evaluate individual transcripts to determine articulation to BS in Information Systems.

Based on the CTE Pathway documents, the Web Development & Administration and Programming/Software Development curriculum exists in the State but collaboration may be needed to implement in the Canyons School District.

INSTRUCTORS

This initiative will focus on expanding the pool of highly qualified IT instructors:

- **Concurrent Enrollment Instructors**

Faculty currently teaching high school students in the IT discipline will be supported in pursuing professional development in order to obain the credentials necessary to teach IT courses as Concurrent Enrollment. This training will be accessed through the Utah System of Higher Education.

- **Industry Release Time**

Existing interest will be cultivated in order to create a pool of highly qualified corporate trainers and adjunct faculty from industry, utilizing company supported release time to instruct and mentor students and adult learners entering the IT field.

- **Work-based Learning**

Work-based learning or project-based internships opportunities that compliment the students' education will be developed. Industry has stated this experience is a critical precursor to employment. Non-traditional students are typically not able to complete an unpaid internship. Ways to bridge this gap will be explored, including sources of funding to match employer financial commitments to work-based learning.

PRIOR LEARNING ASSESSMENTS

Individuals with prior learning and experience will be given the opportunity to receive credit toward the noncredit, CSIS Certificate of Proficiency, and CSIS AS or AAS degrees. SLCC will follow its established guidelines... "competency examinations, skills demonstrations, learning portfolios, and/or other mechanisms approved beforehand by qualified faculty. No credit shall be granted without reliable evidence."

A part-time staff member will work with individuals, mainly those employed and seeking to make career transitions, to assess their prior learning and experience and make appropriate recommendations.

ENROLLMENT, ATTAINMENT, AND JOB PLACEMENT

It is anticipated the proposed initiative will serve 270 individuals as shown in the table below. One hundred and five (105) individuals will be served in the noncredit Website Development certificate pathway. This demographic is generally interested in entering the workforce rather than pursuing a degree. Of the 105 students, it is anticipated 80 percent will complete the certificate.

SLCC anticipates serving 45 high school graduates in the CSIS CP, AAS, or AS degree pathway and an additional 120 students will be advised on transfer opportunities through articulation agreements. Both Concurrent Enrollment and SLCC CSIS students will be served through focused advising and career coaching. Of the 45 students, it is anticipated 80 percent will complete the CP or degree requirements. Of the 120 students, it is anticipated that 50 percent will pursue an IT educational pathway.

Similar to most industries, IT employers seek to hire candidates with both education and work experience. As such, the noncredit program will build into its existing program the opportunity for successful completers to create a resume and participate in a job interview and/or internships. It is anticipated 80 percent of successful completers will have participated in a project-based internship to showcase their skills in website development and increase their potential for job placement. It is also anticipated that 50 percent of the successful completers will be placed in jobs and 50 percent of the students in traditional academic IT pathways will successfully transfer.

Expected Enrollment, Attainment, and Job Placement

Yr	A Underserved, Unemployed, or Underemployed	B High School Graduates*	C HS & SLCC CSIS CP, AAS or AS Graduates**	D Employed Seeking Career Transitions	E Total Served	F Total Completers & Transfers	G Total Internships	H Total Job Placements, Career Advancements, and/or transfers
1	1 cohort of 10	1 cohort of 15	20	1 cohort of 15	60	48	26	23
2	1 cohort of 10	1 cohort of 15	40	2 cohorts of 15	95	76	35	38
3	1 cohort of 10	1 cohort of 15	60	2 cohorts of 15	115	92	35	48
					270	216	96	109

*High School Graduates may take up to two years to complete AAS or AS degree.
** High School and SLCC Graduates will be advised regarding IT education and career pathways.

OUTCOMES
The proposed initiative outcomes will be measured by the following:
- Successful completers in the three demographics identified – 80 percent (columns A, B, D)
- Successful completers who participate in internship opportunities securing employment – 80 percent (column G)
- Successful transfers from Concurrent Enrollment to SLCC, noncredit to degree seeking, or SLCC to U of U/UVU – 80 percent (columns C and F)
- *The three-year initiative should produce approximately 212 students that either place in IT careers, matriculate to a four-year program or advance in their careers (column H).*
- Successful completion of professional development for Concurrent Enrollment faculty – 10 faculty trained
- Successful engagement of industry sponsored corporate trainers, adjunct faculty and mentors - 12 new trainers/adjunct faculty/mentors
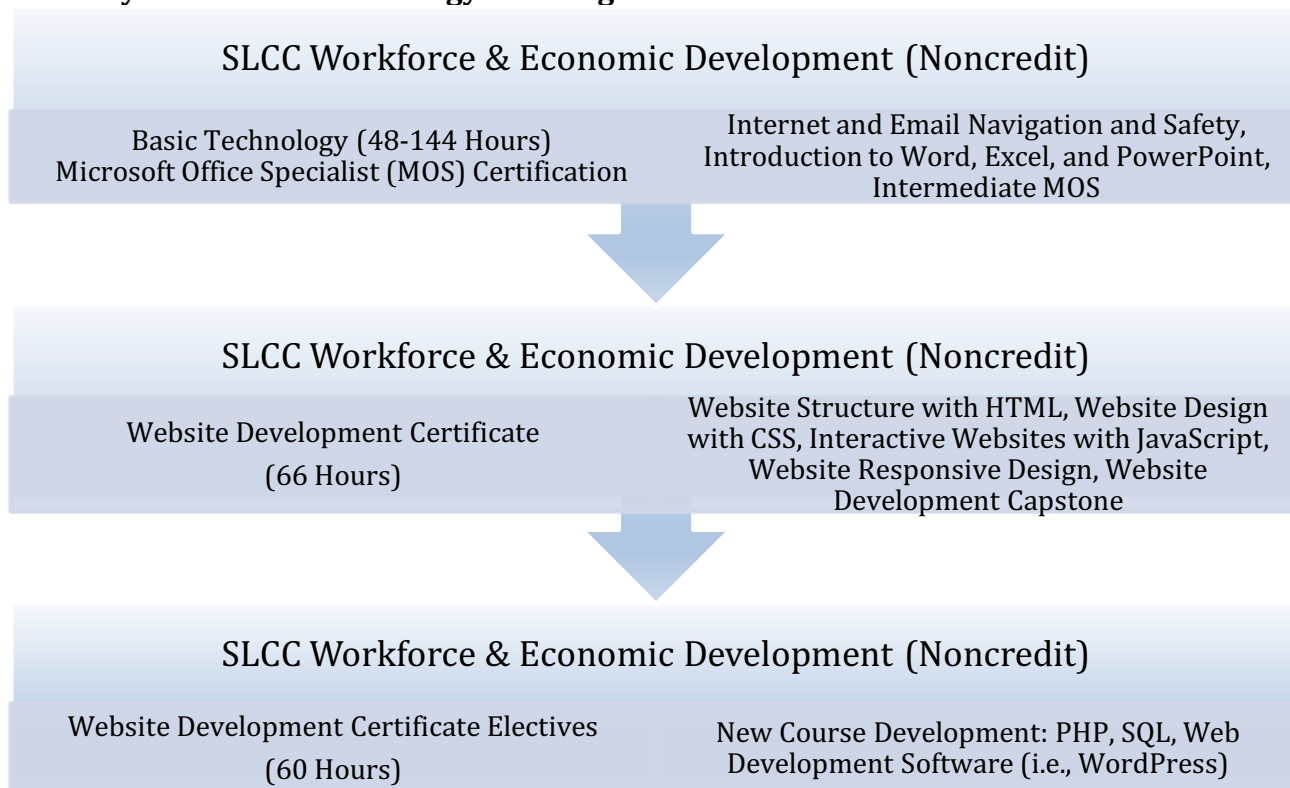
PARTNERSHIPS
This project partnership focuses on developing clear pathways between Canyons School District, Salt Lake Community College and the University of Utah. Collaboration with Utah Valley University is also being explored in order to further increase access to education and IT careers. In addition, these partners will give support to both noncredit and credit program completers via interview preparation for potential internship opportunities. The following educational and industry partners have provided letters of support for this initiative:
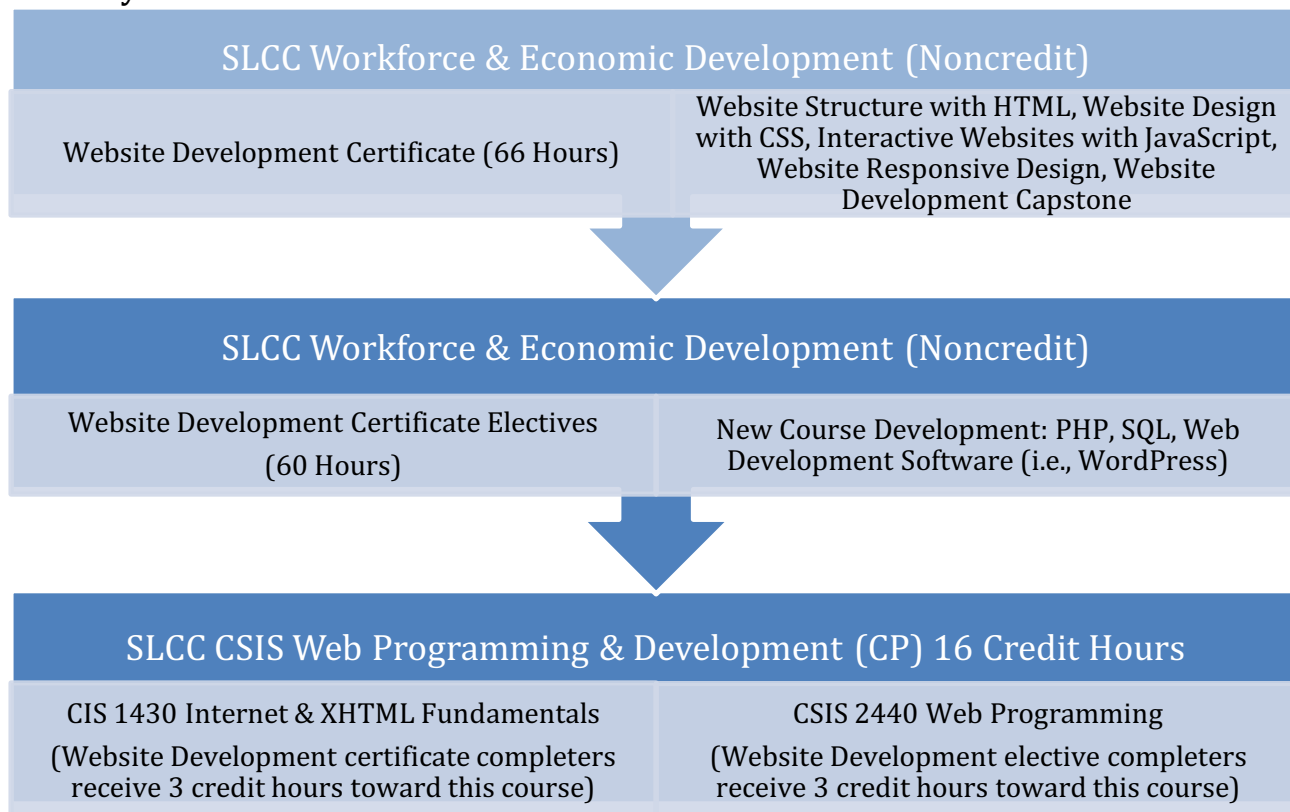- Canyons School District

- Instructure
- L3 Technologies, Communications Systems-West
- SLCC Small Business Development Center (SBDC)
- Sera Prognostics
- TEKsystems
- University of Utah

STACKABLE SEQUENCE OF CREDENTIALS

Pathway from Basic Technology Training to Noncredit Certificate

SLCC Workforce & Economic Development (Noncredit)

Basic Technology (48-144 Hours) Microsoft Office Specialist (MOS) Certification	Internet and Email Navigation and Safety, Introduction to Word, Excel, and PowerPoint, Intermediate MOS

SLCC Workforce & Economic Development (Noncredit)

Website Development Certificate (66 Hours)	Website Structure with HTML, Website Design with CSS, Interactive Websites with JavaScript, Website Responsive Design, Website Development Capstone

SLCC Workforce & Economic Development (Noncredit)

Website Development Certificate Electives (60 Hours)	New Course Development: PHP, SQL, Web Development Software (i.e., WordPress)

Pathway from Noncredit Certificate to Academic Credit

SLCC Workforce & Economic Development (Noncredit)

Website Development Certificate (66 Hours)	Website Structure with HTML, Website Design with CSS, Interactive Websites with JavaScript, Website Responsive Design, Website Development Capstone

SLCC Workforce & Economic Development (Noncredit)

Website Development Certificate Electives (60 Hours)	New Course Development: PHP, SQL, Web Development Software (i.e., WordPress)

SLCC CSIS Web Programming & Development (CP) 16 Credit Hours

CIS 1430 Internet & XHTML Fundamentals (Website Development certificate completers receive 3 credit hours toward this course)	CSIS 2440 Web Programming (Website Development elective completers receive 3 credit hours toward this course)

Career Cluster: Information Technology

Career Pathway: Web Development & Administration

CORE CODE	FOUNDATION COURSES (required)	CREDITS	
35.02.00.00.038	Web Development 1	1.00	
	Choose 1.00 credit of the following courses:		
32.02.00.00.280	Business Web Page Design	.50	
32.02.00.00.290	Business Web Page Design, Advanced	.50	2.00 credits
35.02.00.00.055	HTML5 App Development Fundamentals	1.00	
35.02.00.00.065	Web Development 2	1.00	
ELECTIVE COURSES			
35.02.00.00.021	Database Development 1	1.00	
37.01.00.00.001	Digital Marketing	.50	
32.02.00.00.220	Entrepreneurship	.50	
35.02.00.00.090	Geographic Information Systems (GIS) Remote Sensing	1.00	1.00 credit
35.02.00.00.005	Introduction to Information Technology	.50	
41.00.00.00.030	Workplace Skills	.50	
		3.00 credits for completion	

Foundation courses taken beyond the required credits can be used as elective credit.
Visit UtahCTE.org to learn how to earn industry certification in this Career Pathway.

Career and Technical Education provides all students access to high-quality, rigorous career-focused programs that result in attainment of credentials with labor market value.
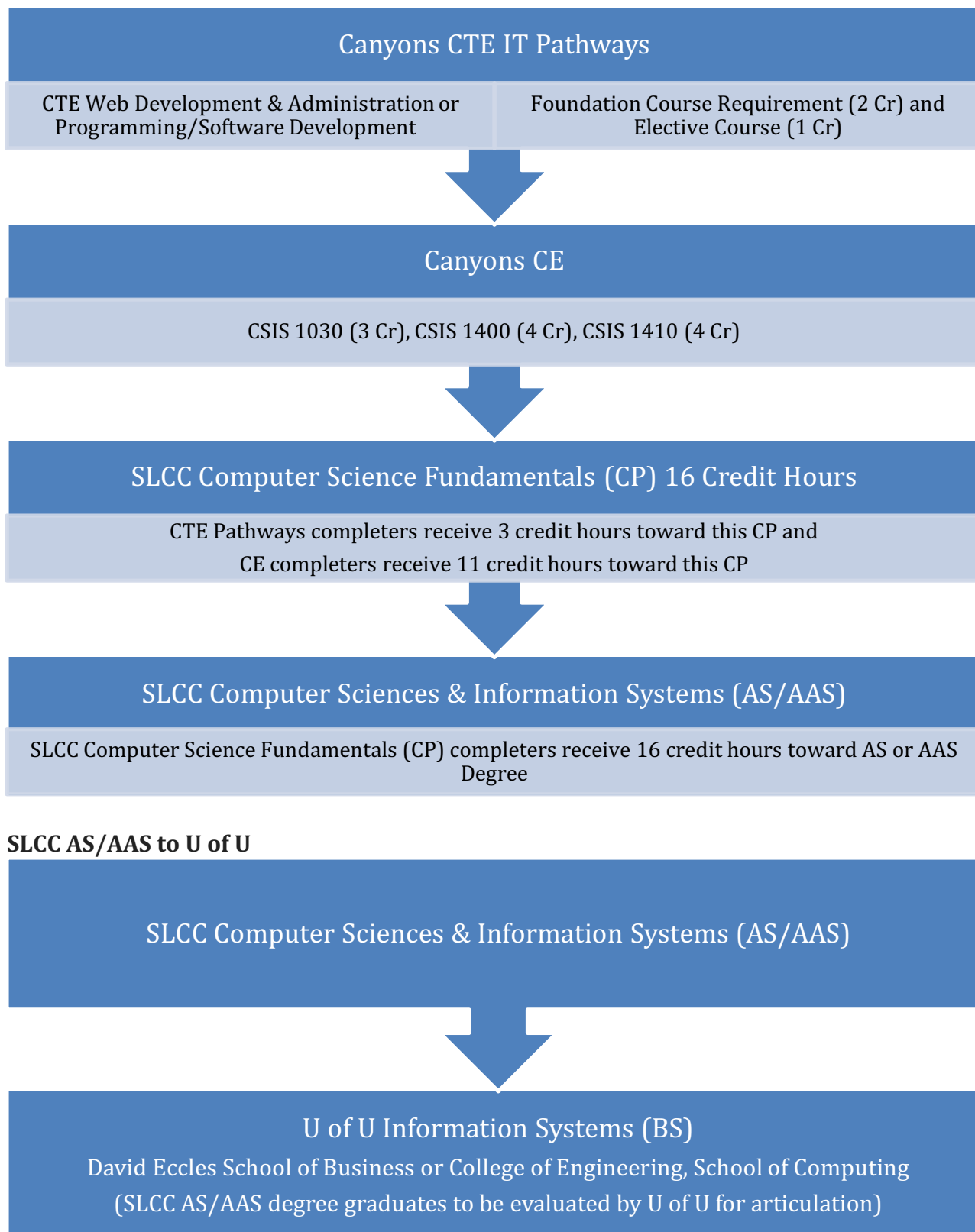
CTSO Information
Career and Technical Student Organizations (CTSO) align with the national Career Clusters® and the Utah CTE Career Pathways.

Students who want to participate in the Web Development and Administration Career Pathway choose among the following CTSOs, depending upon what is available at their school:

FBLA | SkillsUSA | TSA

Workforce Trends
The World Wide Web has changed the way we communicate and consume information. With more than 1 billion websites the need for Web developers is high.

In Utah, the average annual employment growth rate for Web developers is 5.5 percent and for computer and information systems managers is 4.5 percent through the year 2024.

Web Development & Administration is:
> High skill
> High wage
> High demand

Sample Occupations Requiring:
High School Diploma
> N/A

Certificate
> N/A

Assoc. or Technical Degree
> Web Developer

Baccalaureate Degree
> Career and Technical Education Teacher
> Computer and Information Systems Manager
> Computer Programmer
> Database Administrator
> Graphic Designer
> Multimedia Artists and Animators
> Software Developer

Graduate or Prof. Degree
> Web Developer

HIGH SCHOOL TO POSTSECONDARY EDUCATION AND TRAINING
There are a number of options for education and training beyond high school, depending on your career goals.

12th Grade	1-Year Certificate	2-Year Associate or Technical Degree	4-Year Bachelor's Degree	More Graduate or Prof. Degree

Certificates are awarded upon the successful completion of a brief course of study, usually one year or less. Upon completion of a course of study, a certificate does not require any further action to retain.

In high school a variety of certificates can be earned.

An academic degree is an award for the completion of a program or course of study over multiple years at postsecondary education institutions.

In 2015-2016, 73 percent of secondary students who concentrated in a CTE Career Pathway placed in postsecondary education, advanced training, military service or employment (October 1-December 31).

Student Testimonial
"My goal is to go to Utah Valley University and obtain an associate degree in computer technology with the focus on Web design. With the opportunity to receive an associate degree, it would allow me to apply and obtain work at any number of tech businesses across Utah County. CTE courses have provided experience in several areas that would not be available without CTE."

Zachary Crocker

Utah Business and Industry Facts
Utah has deep consumer software roots. Ancestry.com, Overstock.com, Backcountry.com, and Vivint.com all started in the Beehive State.

"People in Utah want to contribute. Just walking down the street you can sense the desire to build and create, to make a mark. That kind of 'beehive' energy is exactly what a consumer startup needs . . ." said Chatbooks CEO Nate Quigley. *Silicon Slopes Magazine, Spring 2017*

CTE Skill Certificates
Competency-based student assessments, measured by core standards and competencies needed to be successful in the workforce.

In 2015-2016, 96,190 CTE skill certificates were awarded to high school students. Students' knowledge and performance is demonstrated as part of the Skill Certificate process.

UtahFutures: College and Career Planning
Visit UtahFutures.org for salary projections, labor market demand, and training options.

In 2015-2016, the graduation rate for students who concentrated in a CTE Career Pathway was 96.6 percent, compared to Utah's statewide graduation rate of 85 percent.

111804 — UtahCTE.org — Revised January 2017 | Published October November 2017

Career Cluster: Information Technology

Career Pathway: Programming/Software Development

CORE CODE	FOUNDATION COURSES (required)	CREDITS	
	Choose 1.00 credit from the following courses:		
35.02.00.00.035	Computer Science Principles	1.00	
35.02.00.00.030	Computer Programming 1	1.00	
35.02.00.00.036	PLTW Computer Science and Software Engineering	1.00	2.00 credits
	Choose 1.00 credit from the following courses:		
35.02.00.00.041	AP Computer Science	1.00	
35.02.00.00.040	Computer Programming 2	1.00	
35.02.00.00.007	Exploring Computer Science 1	.50	
32.02.00.00.045	Gaming Development Fundamentals	.50	
35.02.00.00.048	Mobile Development Fundamentals	.50	
ELECTIVE COURSES			
35.02.00.00.052	Algorithms and Data Structures	1.00	
35.02.00.00.021	Database Development 1	1.00	
32.02.00.00.220	Entrepreneurship	.50	
35.02.00.00.008	Exploring Computer Science 2	.50	1.00 credit
35.02.00.00.046	Gaming Development Fundamentals 2	.50	
35.02.00.00.005	Introduction to Information Technology	.50	
41.00.00.00.030	Workplace Skills	.50	
		3.00 credits for completion	

Foundation courses taken beyond the required credits can be used as elective credit.
Visit UtahCTE.org to learn how to earn industry certification in this Career Pathway.

Career and Technical Education provides all students access to high-quality, rigorous career-focused programs that result in attainment of credentials with labor market value.

CTSO Information
Career and Technical Student Organizations (CTSO) align with the national Career Clusters® and the Utah CTE Career Pathways.

Students who participate in the Programming/Software Development Career Pathway choose among the following CTSOs, depending upon what is available at their school:

FBLA | SkillsUSA | TSA

Workforce Trends
Demand continues for programmers who can help organizations keep up with changing technology. Prospects are best for those who have the knowledge of various programming languages.

In Utah, the average annual employment growth rate for software developers is 5.9 percent through the year 2024.

Programming/Software Development is:
> High skill
> High wage
> High demand

Sample Occupations Requiring:
High School Diploma
> N/A

Certificate
> N/A

Assoc. or Technical Degree
> Web Developer

Baccalaureate Degree
> Career and Technical Education Teacher
> Computer Programmer
> Computer Systems Analyst
> Computer Systems Engineers/Architect
> Software Developer
> Video Game Designer

Graduate or Prof. Degree
> Software Engineer

HIGH SCHOOL TO POSTSECONDARY EDUCATION AND TRAINING
There are a number of options for education and training beyond high school, depending on your career goals.

12th Grade	1-Year Certificate	2-Year Associate or Technical Degree	4-Year Bachelor's Degree	More Graduate or Prof. Degree

Certificates are awarded upon the successful completion of a brief course of study, usually one year or less. Upon completion of a course of study, a certificate does not require any further action to retain.

In high school a variety of certificates can be earned.

An academic degree is an award for the completion of a program or course of study over multiple years at postsecondary education institutions.

In 2015-2016, 73 percent of secondary students who concentrated in a CTE Career Pathway placed in postsecondary education, advanced training, military service or employment (October 1-December 31).

Student Testimonial
"My goal is to become a video game designer or programmer. The classes I took in high school taught me how to use the programs that I would be using in my career field, and have given me a taste of what programming and design are like."

Jenny Whitecar

Utah Business and Industry Facts
Silicon Slopes was formed to promote Utah's growing technology community and is home to more than 5,000 tech companies that has generated 142,500 jobs.

From Ogden to Provo, technology companies dot the landscape. Pluralsight, Insidesales.com, Qualtrics, Vivint, Entrata, HealthCatalyst all started in Utah.

CTE Skill Certificates
Competency-based student assessments, measured by core standards and competencies needed to be successful in the workforce.

In 2015-2016, 96,190 CTE skill certificates were awarded to high school students. Students' knowledge and performance is demonstrated as part of the Skill Certificate process.

UtahFutures: College and Career Planning
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In 2015-2016, the graduation rate for students who concentrated in a CTE Career Pathway was 96.6 percent, compared to Utah's statewide graduation rate of 85 percent.

111803 — UtahCTE.org — Revised January 2017 | Published November 2017

Canyons CTE IT Pathways and CSIS Concurrent Enrollment to SLCC AS or AAS Degree

Canyons CTE IT Pathways

CTE Web Development & Administration or Programming/Software Development	Foundation Course Requirement (2 Cr) and Elective Course (1 Cr)

↓

Canyons CE

CSIS 1030 (3 Cr), CSIS 1400 (4 Cr), CSIS 1410 (4 Cr)

↓

SLCC Computer Science Fundamentals (CP) 16 Credit Hours

CTE Pathways completers receive 3 credit hours toward this CP and
CE completers receive 11 credit hours toward this CP

↓

SLCC Computer Sciences & Information Systems (AS/AAS)

SLCC Computer Science Fundamentals (CP) completers receive 16 credit hours toward AS or AAS Degree

SLCC AS/AAS to U of U

SLCC Computer Sciences & Information Systems (AS/AAS)

↓

U of U Information Systems (BS)

David Eccles School of Business or College of Engineering, School of Computing
(SLCC AS/AAS degree graduates to be evaluated by U of U for articulation)

BUDGET

Description	Year 1	Year 2	Year 3	Total
Curriculum Development / Instructional Design				
PHP (Hybrid) - contractor	$12,000	---	---	$12,000
SQL (Hybrid) - contractor	$18,000	---	---	$18,000
Web Development Software (Hybrid) - contractor	$12,000			$12,000
Internship (Hybrid) - internal	$2,000	---	---	$2,000
PLA Assessment Tools (Hybrid) - contractor	$12,000			$12,000
New Computer Lab				
Desktops	$32,300	---	---	$32,300
One Time	**$88,300**			**$88,300**
Supplies				
Software Licenses	$7,500	$7,500	$7,500	$22,500
Supplies	$31,922	$10,128	$5,600	$47,050
Program Management & Instruction				
FT Program Manager Salary/Benefits	$92,487	$95,262	$98,120	$285,869
1) Program management				
2) Internship development/management				
3) Student mentorship				
PT PLA Evaluation for Employed Seeking Career Transition	$11,700	$23,400	$23,400	$58,500
PT Corporate Trainers	$10,800	$17,010	$17,520	$45,330
PT Faculty/CE Liaison (re-assigned time)	$17,000	$17,850	$18,743	$53,593
PT Benefits (calculated @ FT faculty rate)	$8,000	$8,000	$8,000	$24,000
PT Administrative Support (.25 FTE)	$7,500	$7,725	$7,957	$23,182
PT Benefits (.25 FTE)	$1,125	$1,159	$1,194	$3,478
Tuition for CE Professional Development	$10,000	$10,000	$10,000	$30,000
Stipends for CE Professional Development Completion	$3,000	$3,000	$3,000	$9,000
Student Scholarships for Underserved/Unemployed				
Student Tuition	$23,000	$23,000	$23,000	$69,000
Ongoing Total	**$224,034**	**$224,034**	**$224,034**	**$672,102**
Grand Total	***$312,334***	***$224,034***	***$224,034***	***$760,402***

BUDGET NARRATIVE

Curriculum Development/Instructional Design

This investment is to address the gap in curriculum and instructional materials necessary to achieve the target pathways outlined.

New Computer Lab (Desktops/Printers)

An additional computer lab is needed in order to serve underrepresented populations in their communities. The proposed location of this additional computer lab is recommended as the SLCC West Valley Center, located at 3460 South 5600 West.

Program Management and Instruction
These are the positions necessary to administer the program and instruct the students. The program manager will coordinate the programmatic and fiscal responsibilities of the project. The PLA Evaluator will work with the working adults seeking to transition careers or obtain advancement. Corporate trainers instruct the adult learners, while the part-time CE Liason will coordinate articulation agreements, pathways, and student advising. Part-time admininstrative support will assist with secretarial services to the project. Professional development funds and faculty stipends will support capacity building of CE IT faculty. Estimates of benefits are included in the budget.

Student Tuition Support for Underserved/Unemployed
This funding is to ensure adult learners in the cohorts for underserved populations have support in paying for program costs in order to pursue an IT career pathway. This speaks to issues of inability to pay that may not be addressed by DWS or other sponsorship. Tuition assistance will be used for noncredit workforce training. Adult learners who are employed may access Short Term Intensive Training (STIT) funds if assistance is needed. Students may also access federal financial aid options for credit courses.

CANYONS
School District

December 19, 2017

To Whom It May Concern:

Subject: Utah IT Pathway Partnership

Canyons School District is committed to partnering with Salt Lake Community College and information technology industry partners in the application for Strategic Workforce Initiative funding for the Utah IT Pathway initiative. As a secondary partner, we are committed to developing and aligning the information technology curriculum and IT program at our technical center to meet industry workforce needs.

Working with SLCC and our industry partners will provide a clear pathway for students to gain the necessary skills to be employed in the information technology industry. Students will complete coursework at our technical center (including concurrent enrollment courses) then continue their studies at SLCC which will articulate with the University of Utah. We will provide students Work-Based Learning opportunities such as job shadowing experiences, internships, field trips, etc.

Canyons School District is appreciative of the opportunity to be part of the Utah IT Pathway and look forward to our continued work with SLCC and the information technology industry partners.

Sincerely,

Janet C. Goble
Career and Technical Education Director

INSTRUCTURE

January 18, 2018

To Whom It May Concern:

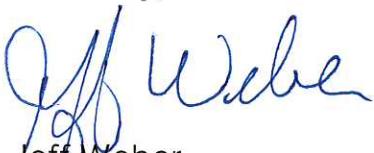Subject: Support for IT Pathways to meet industry need

With the growth of technology in every role of industry, we see an urgent need to develop programs to acquire the skills needed to meet demand. Thousands of jobs are unfilled due to the lack of skilled labor to hire.

The efforts by our higher education institutions like Salt Lake Community College (SLCC) partnering with the high schools as well as Universities is a valuable step in developing a pipeline to meet the continued need in our industry.

We fully support Salt Lake Community College and other learning partners in creating identifiable IT Pathways to provide career opportunity in the technical fields. We welcome the opportunity to work with SLCC to provide input industry needs to guide curriculum development relevant to our most urgent hiring needs.

We have hired graduates and IT certificate holders from SLCC into our organization and plan to continue recruiting from the SLCC programs.

Sincerely,

Jeff Weber
SVP People and Places
Instructure

L3

Communication Systems-West

640 North 2200 West PO Box 16850
Salt Lake City, UT 84116
801-594-2000 Fax: 801-594-3572

December 21, 2017

To Whom It May Concern:

The purpose of this letter is to express support for the IT Pathways program that is being developed by Salt Lake Community College (SLCC) in partnership with Canyon's School District and University of Utah. L3 Technologies, Communication Systems-West our primary business is high tech manufacturing for the Department of Defense. We have a strong interest in hiring new employees as well as developing existing employees with the skill necessary to meet our needs.

Our most urgent hiring needs can be met with the skills obtained through many of the industry-recognized certifications that can be gained at SLCC as well as through the tech programs at Canyon's School District Career and Technical Education Programs. With clear pathways to progress in IT skill development, it allows our company to hire with entry-level skills and continue to develop employee skill through the pathways outlined up to and including advance degrees.

L3 Technologies will support the IT Pathways program by offering advice on curriculum as needed as well as seeking to hire students from SLCC in our organizations. We also provide tuition assistance that enables employees to continue to expand their knowledge and skill.

Regards,

Ci Ci Compton

Ci Ci Compton
Community Relations & Outreach
L3 Technologies, Communication Systems-West

January 2, 2018

Rick Bouillon
Associate Provost
Workforce and Economic Development
Salt Lake Community College, Miller Campus
9750 South 300 West, MCPC 215
Sandy, UT 84070

Re: Strategic Workforce Initiative Letter of Support

Dear Rick,

As the director of the Salt Lake Region Small Business Development Center, I am excited to help to support the SWI program in placing student interns with small businesses that we work with. At the Salt Lake SBDC, we provide assistance to over 400 clients that are either in business or trying to start their business. Most of these clients are not savvy in web development, nor do they have sufficient resources to hire someone to create or optimize their websites. The ability to marry these two complementary needs to solve our clients' and the students' problems at the same time will be a significant benefit to our small business community.

Thank you for the opportunity to assist in this program.

Kind regards,

Jim Herrin
Director
Salt Lake Region SBDC

801-957-5279
jim.herrin@slcc.edu

December 20, 2017

To Whom It May Concern

The purpose of this letter is to express support for the IT Pathways program being developed by Salt Lake Community College (SLCC) in partnership with Canyon's School District and University of Utah.   At Sera Prognostics, we have a strong interest in hiring new employees as well as developing existing employees with the skill necessary to meet our needs.

Having personally experienced the outcomes of having a high student intern for a previous hospital where I was the IT Director, I directed our staff to work with the individual to learn the skills that applied to our organization. Several years later while managing another company I found the individual that interned and offered him a job, and he became a very important Network Administrator overseeing a multi-city network.   I feel our hiring needs can be met with the skills obtained through many of the industry recognized certifications that can be gained at SLCC as well as through the tech programs at Canyon's School District Career and Technical Education Programs. With clear pathways to progress in IT skill development, it allows our company to hire with entry level skills and continue to develop employee skills through the pathways outlined up to and including advance degrees.

Sera Prognostics will support the IT Pathways program by offering advice on curriculum as needed as well as seeking to hire students from SLCC for internships in our organizations.

Regards,

Jeff Brohamer
Director of Information Technology
jbrohamer@seraprognostics.com

Sera Prognostics, Inc.
2749 E Parleys Way, Suite 200
Salt Lake City, UT 84109
Office: 801.990.0528
www.seraprognostics.com

Date: January 2, 2018

To: Salt Lake Community College

Subject: Support for IT Pathways to meet industry need

With the growth of technology in every industry, we see an urgent need to develop programs to acquire the skills needed to meet demand. As a Technical Recruiter, I am very familiar with the IT needs of local companies. I spend my days communicating with local, and international, IT talent. Though the IT talent pool in Utah is large, it pales in comparison to the needs of companies in the area. Thousands of jobs go unfilled due to the lack of skilled labor to hire.

The efforts by our higher education institutions like Salt Lake Community College (SLCC) partnering with the high schools as well as Universities is a valuable step in developing a pipeline of skilled individuals to meet IT needs in our industry. By growing this pipeline, we will be better poised to attract national companies that will continue to bolster Utah's thriving economy.

I fully support Salt Lake Community College and other learning partners in creating identifiable IT Pathways to provide career opportunity in technical fields. I welcome the opportunity to work with SLCC to provide input to guide curriculum development in areas relevant to our industry's most urgent hiring needs.

We have placed many graduates and IT certificate holders from SLCC and plan to continue recruiting from the SLCC programs.

Sincerely,

Kate Conrow
Technical Recruiter
TEKsystems

January 4, 2018

To Whom It May Concern:

I am writing to inform of an on-going working relationship between the Information Systems program (The Department of Operations & Information Systems) of the David Eccles School of Business and the Computer Science and Information Systems department of Salt Lake Community College in establishing a pathway for transfer students from SLCC to the Bachelor's and Master's degree in Information Systems and Business Analytics at University of Utah. This initiative will benefit students with interest in information systems and business analytics.

Should there be questions, please address them to chong.oh@utah.edu.

Sincerely,

Chong Oh, PhD
The Director of the Information Systems Undergraduate Program
The Department of Operations & Information Systems

The University of Utah

Department of Operations & Information Systems • 1655 East Campus Center Drive, Room SFE 7130 • Salt Lake City, Utah 84112
(801) 581-8428 • fax (801) 581-7731 • www.business.utah.edu/infosystems

Date: December 21, 2017

Subject: Support for IT Pathways to meet industry need

To Whom It May Concern:

With the growth of technology in every role of industry, we see an urgent need to develop the skills needed to meet demand. Thousands of jobs are unfilled due to the lack of skilled labor to hire.

The efforts by our higher education institutions like Salt Lake Community College (SLCC) partnering with the high schools as well as Universities is a valuable step in developing a pipeline to meet the continued need in our industry.

We fully support Salt Lake Community College and other learning partners in creating identifiable IT Pathways to provide career opportunity in the technical fields. We welcome the opportunity to work with SLCC to provide industry input to guide curriculum development relevant to our most urgent hiring needs.

Sincerely,

Anita Grantham
Chief People Officer
Pluralsight